

Ridge Education Association Proposals

March 9, 2007

BOE Members: W. Smith, S. MacDonald, K. Good & J. Pryor.

Article III: Teachers' Salaries

SECTION 1. (a) Schedules. Salary schedules for Teachers for the fiscal years of ~~2003-2004, 2004-2005, and 2005-2006~~ **2006-07, 2007-08, and 2008-09** are set forth on Appendices A-1, A-2, and A-3, respectively, attached hereto.

(b) The annual salaries set forth on the schedules referred to in subsection (a) hereof are payable for services rendered by Teachers, as assigned, **for a normal work year of 187 normal work days as scheduled by the Board. At least five (5) of the normal work days shall be used for staff development. New Teachers shall be required to report to induction activities no more than one day before the normal work year for all Teachers.**

SECTION 2. New Teachers:

(a) Schedule: *Reduce the number of steps from 20 to 10 with each step reflecting a minimum of 2 years of Ridge experience.*

Add new language, "Teachers will be allowed to move across the salary schedule from B.A. to Ph.D. only once in a two (2) year block, twice in a five (5) year block and four times in a ten (10) year block."

(b) Level: *Add new (1) (iv) as follows:*

(iv) in a private or parochial school provided the Teacher was certified by the state in which the school was located for the subject area they were teaching, and that subject is the subject for which the Teacher is hired to perform in Ridge.

Add new Section 13.

SECTION 13. Longevity. After ten (10) years of active service in the Ridge public schools, a Teacher will receive an additional \$1,000 annual payment.

After twenty (20) years of active service in the Ridge public schools, a Teacher will receive an additional \$1,500 annual payment.

After twenty-five (25) years of active service in the Ridge public schools, a Teacher will receive an additional 10% of their base salary if that teacher is willing to sign an agreement to retire from the Ridge School System within three (3) years of the signing of said agreement.

Article IV: Insurance Program

SECTION 1. Medical Plan – Amend definition of eligible dependents to include domestic partners pursuant to current definition.

SECTION 2. Dental Plan – Increase annual allowable amount per individual to \$3,000 and expand the coverage to include dental implants as per schedule of dental benefits.

SECTION 5 Costs of Coverage Remove current language and replace with the following. **“Each Teacher will contribute 10% of the total cost of any and all health care requested from the district of the 2006-2007 contractual year. This contribution will increase by an additional 10% for the 2007-2008 contractual year and by an additional 10 % for the 2008-2009 contractual year so as to reflect a total of 30% contribution by the teacher during the final year of this agreement.”**

Article V: Normal Working Hours

SECTION 1 – Add new Section 1 (a) **“The work day for the duration of this contract will be consistent for all teachers in the district. The work day will begin at 8:00am and end at 3:30pm.”**

SECTION 3

2) ~~24~~, 26.

3) ~~26.5~~, 28.

4) ~~28.5~~, 30.

Add new Section 4.

SECTION 4 **“Teachers at the Middle School and High School level will teacher six (6) periods per day with one prep period and one lunch period in the eight (8) period day total. If a teacher is given a duty period, that duty period will consist of one of the six (6) instructional periods as it pertains to this section of the agreement.”**

Article VI: Leaves of Absence

SECTION 1. Sick Leave

(a) *Delete current language with new.* Each teacher will accumulate sick leave entitlement at the rate of ~~fifteen (15) days per fiscal year, up to a maximum of 183 days.~~ **Each teacher will accumulate sick leave entitlement at the rate of twelve (12) days per fiscal year, up to a maximum of 187 days.**

SECTION 3. Personal/Funeral Leave

- (a) ~~(4)~~ **(4)** Requests for such purposes must be made to the Superintendent through the Principal or appropriate supervisor, and the Teacher must state the reason for each request, provided that a Teacher will not be required to give a reason for use of ~~one (1)~~ **three (3)** of the aforementioned five (5) days in situations where the need for the day is compelling and the Teacher feels the need to keep the reason private. Such a day is not to be taken immediately before or after a holiday or vacation. **Two of the five days will be deducted from the teachers sick leave bank.**

Article XI: Ridge Sabbatical Award

The entire Article XI will be removed from this agreement.

Article XIII: School Meetings

SECTION 2- New language needs to reflect and increase in time allotted as current time is inadequate.

Article XIX: Duration and Holdover

This Agreement will take effect as of July 1, 2005 ~~2006~~ **2006** and continue in full force through June 30, 2006 ~~2009~~.

NEW Article: Tuition Reimbursement

1. **Tuition reimbursement shall be limited to 15 semester hours per calendar year (September 1 to August 31) for all courses claimed under Part II and Part III (combined) under this policy as follows:**
 - a. **Part II - University Graduate Courses - up to \$225 per semester hour**
 - b. **Part III - Approved Professionally Related Activities: up to \$80 per semester hour**
2. **There will be no reimbursement for course taken while on any leave (maternity, or leave of absence) unless such courses are required by the school system and the system has agreed, in advance of the leave, to reimburse the Teacher.**

3. Tuition reimbursement will be made only for courses taken while a staff member is effectively employed by the Darien schools. (New Teachers will not be eligible before beginning actual employment. Teachers who resign or retire shall not be eligible during the summer following the last year of employment in the school system.)
4. Requests for reimbursement must be made within six months of the completion of all class requirements. Such requests must include evidence (transcript or official records) of satisfactory completion of the course(s) for which reimbursement is being requested. No reimbursement can be made without such evidence on file in the central office.
5. Transcripts and official records of courses meant to apply to reclassification should be on file in the central office no later than October 1 of the year of intended reclassification.

NEW Article: Tuition Free Attendance

Reinstate the previous Board practice of allowing children of Ridge faculty members to attend the Ridge schools. The previous conditions would apply.

Review existing sideletters.

APPENDIX A-1: TEACHERS' SALARY SCHEDULE FOR ~~2003-2004~~ 2006-2007

Advance all Teachers one step on the schedule.

APPENDIX A-2: TEACHERS' SALARY SCHEDULE FOR ~~2004-2005~~ 2007-2008

Advance all Teachers one step on the schedule.

APPENDIX A-3: TEACHERS' SALARY SCHEDULE FOR ~~2005-2006~~ 2008-2009

Advance all Teachers one step on the schedule.

APPENDIX B-1: HIGH SCHOOL COACHES PAY LEVELS - *Add in positions not on schedule.*

APPENDIX B-2: HIGH SCHOOL COACHES' SALARY SCHEDULE

See attached pay scale and positions allotted.

APPENDIX C-1: CO-CURRICULAR POSITIONS - *Review list to include all positions which exist.*

APPENDIX C-2: CO-CURRICULAR STIPENDS

See attached pay scale and positions allotted.